



The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at ***wvOASIS.gov***. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at ***WVPurchasing.gov*** with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header 4

List View

General Information | Contact | Default Values | Discount | Document Information | Clarification Request

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053628

Legal Name: ePathUSA Inc

Alias/DBA:

Total Bid: \$2,166,590.40

Response Date: 09/22/2026

Response Time: 22:51

Responded By User ID: smeduri

First Name: Shiva

Last Name: Meduri

Email: smeduri@epathusa.net

Phone: 5159746778

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

Published Date: 9/16/26

Close Date: 9/23/26

Close Time: 13:30

Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 4

Total of All Attachments: 4



Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Solicitation Response

Proc Folder: 2020855
Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services
Proc Type: Statewide MA (Open End)

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09212600000002674	1

VENDOR
VS0000053628
ePathUSA Inc

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 2166590.399999999906867742538 **Response Date:** 2026-09-22 **Response Time:** 22:51:57
Comments:

FOR INFORMATION CONTACT THE BUYER
Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Web Application Analyst	2080.0000	HOUR	76.760000	159660.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior Web Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	CRM Application Analyst	2080.0000	HOUR	73.190000	152235.20

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

CRM Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	81.200000	168896.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior SQL Server Database Administrator

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Business Analyst	2080.0000	HOUR	71.280000	148262.40

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Business Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Learning Management System & eLearning Development Specialis	2080.0000	HOUR	79.920000	166233.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Learning Management System & eLearning Development Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Cloud Financial Operations Specialist	2080.0000	HOUR	77.620000	161449.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Financial Operations Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	92.490000	192379.20

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Architect

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Cloud Security Professional	2080.0000	HOUR	86.000000	178880.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Security Professional

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Cloud Platform Engineer	2080.0000	HOUR	77.470000	161137.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Platform Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Cloud Network Engineer	2080.0000	HOUR	74.630000	155230.40

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Network Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	Cloud Systems Management Engineer	2080.0000	HOUR	75.210000	156436.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Systems Management Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.0000	HOUR	90.250000	187720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Center of Excellence (CCOE) Implementation Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	Mainframe Systems Programmer	2080.0000	HOUR	85.610000	178068.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Mainframe Systems Programmer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ OOT27*006

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

(Check the box next to each addendum received)

☒ Addendum No. 1	☐ Addendum No. 6
☒ Addendum No. 2	☐ Addendum No. 7
☐ Addendum No. 3	☐ Addendum No. 8
☐ Addendum No. 4	☐ Addendum No. 9
☐ Addendum No. 5	☐ Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

ePathUSA Inc

Company



Authorized Signature

09/21/2026

Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.
Revised 6/8/2012



Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2020855			Reason for Modification:
Doc Description: Temporary Technical Staffing Services			
Proc Type: Statewide MA (Open End)			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-08-27	2026-09-15 13:30	CRFQ 0231 OOT2700000006	1

BID RECEIVING LOCATION

BID CLERK
DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION
2019 WASHINGTON ST E
CHARLESTON WV 25305
US

VENDOR

Vendor Customer Code:		
Vendor Name : ePathUSA Inc.		
Address :		
Street : 12951 University Avenue, Suite 201		
City : Clive		
State : Iowa	Country : USA	Zip : 50325
Principal Contact : Hari Nalure, President		
Vendor Contact Phone: 515-991-1461	Extension:	hnallure@epathusa.net

FOR INFORMATION CONTACT THE BUYER

Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X

FEIN# 86-1138597

DATE 09/22/2026

All offers subject to all terms and conditions contained in this solicitation



Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2020855

Doc Description: Addendum No 2 -Temporary Technical Staffing Services

Reason for Modification:

Addendum No 2 is issued to publish vendor questions with the agency's responses.

Proc Type: Statewide MA (Open End)

Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-16	2026-09-23 13:30	CRFQ 0231 OOT2700000006	3

BID RECEIVING LOCATION

BID CLERK
DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION
2019 WASHINGTON ST E
CHARLESTON WV 25305
US

VENDOR

Vendor Customer Code:

Vendor Name : ePathUSA Inc

Address : 12951 University Avenue, Suite 201, Clive, IA 50325

Street : 12951 University Avenue, Suite 201

City : Clive

State : Iowa

Country : USA

Zip : 50325

Principal Contact : Hari Nallure, President

Vendor Contact Phone: 515-991-1461

Extension:

hnallure@epathusa.net

FOR INFORMATION CONTACT THE BUYER

Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

**Vendor
Signature X** 

FEIN# 86-1138597

DATE 09/22/2026

All offers subject to all terms and conditions contained in this solicitation



Temporary Technical Staffing Services

West Virginia Office of Technology

ePathUSA Evidence Volume

Solicitation#

CRFQ 0231 OOT2700000006

Submission date & time

September 23, 2026, 1:30 PM ET

Submitted by:**ePathUSA Inc**

12951 Univ Ave, Ste 201, Clive IA 50325

<https://www.epathusa.net>



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Section 3.1 - Company History & Introduction

ePathUSA, Inc. is a Woman-Owned Small Business (WOSB) headquartered at **12951 University Avenue, Suite 201, Clive, Iowa 50325**. Founded in 2005, ePathUSA has grown over the past twenty-one years into a trusted provider of high-quality Information Technology Professional Services, legacy system modernization, cloud migration, data analytics, and digital transformation solutions for federal, state, and commercial clients.

We operate as a Corporation and are in excellent standing with all federal, state, and local regulatory bodies. Our Unique Entity Identifier (UEI) is **XVL2NFSFYJQ4**, and our CAGE Code is **6XA52**. ePathUSA is an active prime contractor on the General Services Administration (GSA) Multiple Award Schedule (MAS) under contract number **GS-35F-152BA**, which enables us to deliver a wide range of IT professional services efficiently and compliantly.

ePathUSA has organized its service delivery around three integrated pillars: **Application Development and Modernization, Cloud Engineering and Security, and Enterprise Systems Support and Workforce Enablement**. These pillars reflect the full spectrum of technical staffing WVOT requires under this contract, spanning ASP.NET and Dynamics CRM development, SQL Server database administration, and business analysis; cloud architecture, security, platform, and network engineering; and mainframe systems support paired with the mentorship and knowledge-transfer WVOT has identified as essential to sustaining its internal IT workforce. We have applied this model across engagements with Calpine Corporation, the State of Iowa, the State of Nevada, the State of Delaware, and the State of Georgia, among others. WVOT's own description of its operating environment, a multi-tiered architecture spanning legacy mainframe, client-server, cloud, and modern web applications, represents exactly the type of layered, mission-critical IT environment where ePathUSA has demonstrated sustained, measurable performance.

ePathUSA is appraised at CMMI Level 3 for both Development (DEV) and Services, and holds ISO 9001 (Quality Management), ISO 20000 (IT Service Management), and ISO 27001 (Information Security Management) certifications. ePathUSA is a Microsoft Solution Partner and an Azure Government Cloud and AWS GovCloud/Public partner and is an approved vendor under the GSA Federal Supply Service, Multiple Award Schedule (MAS), Schedule 70.

Trusted Partner

ePathUSA is an active partner & staffing prime vendor in **Federal Govt. & over 10 states including**

- Centers for Medicare & Medicaid Services (CMS)
- Health & Human Services (HHS) OCDO
- State of Iowa (since 2010)
- State of Minnesota (Since 2021)
- State of Florida (since 2023)
- State of Missouri (since 2022)
- State of Mississippi (since 2022)
- State of South Dakota (2026)
- State of North Dakota (since 2024)
- State of Georgia (2014 – 2019)
- State of Nevada (since 2018)
- State of Colorado
- Metro council of Minnesota (since 2024)

Our history and values

Our founders, Anitha Timiri and Hari Nallure, prioritize growth through innovative solutions that help our clients succeed. With a focus on modernization and automation, we have been providing an electronic (“e”) path to success for agencies across Iowa, Nevada, Minnesota, and beyond. We prioritize strong relationships with our clients, built on a foundation of trust and transparency.

Our journey began in 2005 with IT professional services for businesses around Iowa. Over the next few years, we began expanding into solution delivery across State agencies and more recently, into Federal agencies. **Our primary service over the years has been Digital Transformation** of businesses and agencies, switching them from paper or excel based processes into a modern mobile friendly automated application.

Our mission is to deliver affordable, high-quality, and forward-thinking IT solutions that combine the **operational excellence of a large corporation with the agility and responsiveness of a small business**. We operate with a startup mindset, allowing us to be nimble, innovative, and deeply collaborative. We are guided by the values of:

- Honesty & Integrity
- Partnership & Transparency
- Social Responsibility

Our Core Capabilities

- **Digital Transformation**
 - Modernizing business processes, IT infrastructure, Applications and
 - Legacy system reengineering using .NET, Java, and cloud-native stacks
 - Cloud API-first architecture and microservices design
 - Integration with County systems (GIS, CRM, ERP, case management)
 - Agentic AI oversight and governance planning
- **Data Engineering & Cloud Modernization**
 - Data strategy, policy, and governance implementation
 - Data Lakehouse architecture using Google, Azure, Snowflake, and Databricks
 - Extract, Transform, Load (ETL)/ELT pipeline development and real-time data ingestion
 - Cloud migration and infrastructure optimization
 - Multi-Cloud enablement
 - Confidential computing environments for sensitive data
- **Business Intelligence & Analytics**
 - Power BI, Tableau, and custom dashboard development
 - Semantic modeling and data visualization
 - Predictive analytics and operational reporting
- **AI Strategy & Enablement**
 - AI readiness assessments and roadmap development
 - Use case identification and prioritization
 - Tools/Technology and Platform recommendations

- Business Case Development and Budgetary guidance advisory
- Responsible AI frameworks aligned with NIST, OWASP, and County policy
- **Workforce Enablement & Staff Augmentation**
 - High-performance technical leaders and agile teams
 - Flexible staffing models for short-term and long-term needs
 - Embedded knowledge transfer and co-development practices

The infographic is titled "ePathUSA Summary" and is divided into several sections. On the left, there are six blue square icons with white text and graphics: "120+ Employees" (two people), "60+ Clients" (one person with a star), "30+ Modernizations" (a laptop and a smartphone), "Founded in IOWA" (a map of Iowa), "WMBE & DBE 8(a)", and "CMMI Level 3". To the right of these icons is a large blue rectangle divided into four quadrants. The top-left quadrant is titled "Digital Transformation" and lists: "Advanced Software Development", "Software Modernization", "Cyber Security", and "Cloud Migration/Modernization". The top-right quadrant is titled "Technology Innovation" and lists: "Data Strategy, Master Data, Data Governance, Data Lake", "Cloud Data Modernization & Transformation", and "GenAI, AI/ML, Data Science, Data Analytics, Agentic AI/Agent Space". The bottom-left quadrant is titled "Business Solutions" and lists: "Operations And Maintenance" and "Program Strategy & Management". The bottom-right quadrant is titled "Staff Augmentation & Consulting" and lists: "IT Staffing Services". At the bottom of the large blue rectangle, it says "Primary NAICS | 518210 | 541511 | 541519 | 541611 | 541690".

Our Commitment to Quality and Predictable Outcomes

Our commitment to quality is validated by our industry-recognized certifications, including **CMMI-DEV Maturity Level 3**, **CMMI-SVC Level 3**, and **multiple ISO** certifications. For MCPS, this means a partnership grounded in a predictable, transparent, and mature development lifecycle that consistently delivers high-quality, reliable software on time and on budget.

Following are some of our existing (or recent) state professional staffing services:

Client	Project/Contract	Period of Performance	Roles Provided	# of Resources	Approx. Value
State of Iowa – Multiple Agencies	Professional Services Contract	May 2015 - Ongoing	Software Engineers, Business Analysts, Project Managers, QA Analysts, Data Analysts, Web Specialists, Cloud Engineers	>25 lifetime	> \$11M+
Calpine Corporation (now merged with Constellation Energy)	General Consulting Services	Nov 2016 – Ongoing	Data Engineers, BI Developers, Data Architects, DevOps	>25 lifetime	> \$13M+ cumulative
Health and Human Services Office of Chief Data Officer (HHS OCDO)	Advanced Data Sharing (ADS)	06/2024 – 06/2025	Program Manager, Project Managers, Salesforce developers, Programmers, GIS developer	10	Over \$1m
Center for Medicare and Medicaid Services (CMS)	Data Management/ Data Governance (DMDG) COTS Support & DevOps	09/2024 – 09/2025	Data Analysts, Business Analysts, Data Governance	4	~600k

State of Delaware Dept of Social Services (DH DSS)	Website Migration and Conversion	Jul 2024 – Jan 2025	Web designer, Programmers, Program Manager	6	~200k
Federal Home Loan Bank	General Consulting Services	2023-2024	IT Support, Application Support, Data Roles	2	< 200k
State of Missouri	General Consulting Services	2021 – Current	Programmers	~3	< \$200k
State of MN	MNSITE 2.0	2023 - 2027	Project Managers, Cloud Engineers, Business Analysts, Data Analysts	~6	> \$500k
Minnesota Metropolitan Council	Professional Staffing Services	2024 – 2027	Web Specialists, Software Engineers	~4	> \$500k
Commercial Clients	Multiple Commercial Clients over 20 years including but not limited to QCI, Paragon, Corteva, Protech solutions, Oran Inc, RELI Group, Genova Technologies, Sakura, Stine Seeds, Stride Inc, and more.				

Taken together, these engagements demonstrate that ePathUSA has been in business for more than five (5) years and has continuously provided information technology services, including the IT staff augmentation and application development services required under CRFQ OOT2700000006, throughout that period.

Section 3.2 - Staffing Placement Experience (Six Individuals Minimum)

To present evidence of at least 6 placements that ePathUSA has placed across the 13 categories presented in the RFP, **ePathUSA presents examples of 11 staffing placements we have completed over the last few years.** The table below documents eleven placements across five of WV's thirteen named classifications, exceeding the six-individual minimum required by Section 3.2. Each row identifies the placed individual, the WV classification the placement satisfies, the client entity, a live contact, placement dates, and whether ePathUSA supplied the individual directly to the end client (Direct) or through a prime vendor (Indirect). Supporting documentation for each row is attached as the corresponding lettered exhibit. Rows shaded below have an open item noted in the Status column and should be resolved before this package is finalized.

Employee	WV Classification	Client Entity	Contact	Start / End	Exhibit
Avijith Mishra	Senior Web Application Analyst	State of Iowa – Cloud Infrastructure Team	Shannon Swenson, 515-381-8869, shannon.swenson@cai.io	6/8/2020 – Ongoing	A
Perry Pope	Business Analyst	Constellation Energy (acquired Calpine Corporation)	Matt Cooper, matt.cooper@constellation.com	3/25/2019 – Ongoing	B
Swaroop Vaditya	Senior SQL Server Database Administrator	State of South Carolina (via Protech)	Alicia Huston, alicia.huston@dss.sc.gov — END-CLIENT contact; Protech contact – Andrae Bryant Andrae.bryant@protechsolutions.com	8/7/2017 – 2/28/2026	C
Steven Laufer	Mainframe Systems Programmer	State of Missouri	Diana Sacino dianas@knowledgeservices.com	7/24/2023 – 6/30/2027	D
Ali Kamran	Cloud Architect	Grandview	Steve Johnson, s.johnson@grandviewcorp.com	7/1/2026 – Ongoing	E
Srikanth Kandala	Cloud Platform Engineer	Constellation Energy (acquired Calpine Corporation)	Trung Huynh, trung.huynh@constellation.com	11/9/2021 – Ongoing	F
Suresh Durba	Mainframe Systems Programmer	Iowa Department of Human Services	Shannon Swenson, 515-381-8869, shannon.swenson@cai.io	1/14/2019 – 12/27/2020	G
Hari Nallure	Senior Web Application Analyst	State of Iowa, Iowa Insurance Division	Shannon Swenson,	5/3/2016 – Ongoing	H

			515-381-8869, shannon.swenson@cai.io		
Jennifer Thanam	Senior Web Application Analyst	Vylor (formerly Corteva)	Katherine Espinosa-Carroll, katherine.espinosa@vylor.com	5/27/2025 – Ongoing	I
Sowdesh Kumar	Cloud Platform Engineer	Constellation Energy (acquired Calpine Corporation)	Trung Huynh, trung.huynh@constellation.com	01/31/2021 – 12/31/2022	J
Sai Mounish Pallu	Senior Web Application Analyst	QCI	Andy Hoffman ahoffman@qci.com	06/05/2024 – 08/2026	K

Exhibit Index

Each exhibit below corresponds to the matching row in the Section 3.2 table. Insert the SOW, contract, or other supporting documentation for each placement on its designated page.

- Exhibit A: Avijith Mishra - Senior Web Application Analyst - State of Iowa - Cloud Infrastructure Team
- Exhibit B: Perry Pope - Business Analyst — Constellation Energy (acquired Calpine Corporation)
- Exhibit C: Swaroop Vaditya - Senior SQL Server Database Administrator - State of South Carolina (via Protech)
- Exhibit D: Steven Laufer - Mainframe Systems Programmer - State of Missouri
- Exhibit E: Ali Kamran - Cloud Architect - Grandview
- Exhibit F: Srikanth Kandala - Cloud Platform Engineer - Constellation Energy (acquired Calpine Corporation)
- Exhibit G: Suresh Durba - Mainframe Systems Programmer - Iowa Department of Human Services
- Exhibit H: Hari Nallure - Senior Web Application Analyst - State of Iowa, Iowa Insurance Division
- Exhibit I: Jennifer Thanam - Senior Web Application Analyst - Vylor (formerly Corteva)
- Exhibit J: Sowdesh Kumar - Cloud Platform Engineer - Constellation Energy (acquired Calpine Corporation)
- Exhibit K: Sai Mounish Pallu - Senior Web Application Analyst - QCI

Exhibit A: Avijith Mishra — Senior Web Application Analyst — State of Iowa – Cloud Infrastructure Team

The State of Iowa uses CompAid Inc as the Managed Services Provider (MSP) to facilitate staffing needs for agencies across the State. The reference contact provided is from CompAid - Shannon Swenson, 515-381-8869, shannon.swenson@cai.io.

The screenshot displays the ePathUSA web application interface. The browser address bar shows the URL: https://vms.vectorvms.com/8000/EngagementAdmin.aspx?cand_id=3863811&org_ID=8664&wf=0&filtertype=25#ContentPH_tabEngagement:ContentPH_pnlEngDetail. The application header includes a navigation menu with 'Dashboard', 'Create', 'View', 'Reports', and 'Adv. Search'. Below the header, the 'Engagement' section is active, showing details for 'Avijith Mishra (823107)'. The interface is divided into two main sections: 'Candidate Information' and 'Engagement Details'. The 'Candidate Information' section lists the following details: Client Name: State of Iowa, Engagement ID: 823107, Date of Birth: 10324, Vendor ID: 10324, Candidate Email: avijith_mishra@hotmail.com, Submittal Round: 1, Incumbent Rate (if applicable):, Is candidate a US military veteran?: No, Sub Type: Active Resource, Profit Center: 2346, and CAI Job Title: Sr. Programmer. The 'Engagement Details' section lists: Client Candidate Status: No longer engaged, Engagement Type: Contract, Original Start Date: 06/16/2020, Start Date: 03/03/2022, Actual Start Date: 03/13/2022, and Eng. Decision Date: 03/13/2022. At the bottom of the engagement details, there are buttons for 'Engagement Summary List' and 'Bulk Actions'.

Candidate Information	
Client Name:	State of Iowa
Engagement ID:	823107
Date of Birth:	10324
Vendor ID:	10324
Candidate Email:	avijith_mishra@hotmail.com
Submittal Round:	1
Incumbent Rate (if applicable):	
Is candidate a US military veteran?:	No
Sub Type:	Active Resource
Profit Center:	2346
CAI Job Title:	Sr. Programmer

Engagement Details	
Client Candidate Status:	No longer engaged
Engagement Type:	Contract
Original Start Date:	06/16/2020
Start Date:	03/03/2022
Actual Start Date:	03/13/2022
Eng. Decision Date:	03/13/2022

While Avijith has been working with the State for over 8 years, the above screenshot indicates one “leg” of the contract. The screenshot is from the CompAid portal.

Exhibit B: Perry Pope - Business Analyst - Constellation Energy (acquiring Calpine Corporation our Client)

ePathUSA has been providing Staffing services to Calpine corporation for over 10 years, with various roles such as Cloud Engineers, Power BI engineers, Data Analysts, AI engineers, Platform architects, Business Analysts etc. Perry Pope served the Retail Risk division as a Business Analyst and continues to serve them since 2016. Calpine got acquired recently by Constellation Energy.

 CALPINE CORPORATION STATEMENT OF WORK PROFESSIONAL SERVICES AGREEMENT SOW NUMBER: 2023-105 RDS RETAIL BUSINESS ANALYST	
PROFESSIONAL SERVICES AGREEMENT (PSA)	Effective Date of PSA: December 28, 2016 Name of Professional: ePATHUSA, Inc.
PROJECT/TASK NAME	<i>Provide a short form description of the project, task or initiative.</i> Risk Integration – Provide analysis, design, development, configuration, integration and implementation for the Risk Integration project.
DESCRIPTION OF INITIAL OR CHANGE	<i>Identifies if this is the initial (original) or a change to a previously approved SOW.</i> ☒ Original ☐ Change
SERVICE TYPE AND DURATION	<i>Note resource use type and timing for engagement. Projected start and end dates for tasks/projects should be known.</i> ☒ Deliverable Based (T&M) – Services being provided will have deliverables Planned Start date: 01/01/2023 Planned End date: 12/31/2023
SCOPE OF WORK	<i>Provide a detailed description of the overall project, task or initiative. Describe what is specifically included or excluded as part of this work initiative, including a high level process methodology.</i> - Enhance and design the retail deal capture process. Assist with enhancements, stabilization knowledge transfer relating to P&L reporting. - Work with commercial risk team in capturing the requirements and build process document to automate the process. - Work with development team in building reporting dashboards and Analytical cubes for Commercial risk management team.
CONTRACTED RESOURCES	<i>List the personnel or other resources required to complete the scope of work resources.</i> Retail Risk Analyst
CALPINE DEPENDENCIES	<i>Provide a detailed description of the dependencies your organization has on Calpine, or other retained professionals, in order to complete the Services. This should include people, departments, other required resources and timing.</i> Access as required (and approved by Calpine) to ETRM Commercial Operations End User personnel, Commercial Operations IS personnel, Data Base Administrator (“DBA”) and Infrastructure personnel, Allegro Personnel and Structure Group personnel. Per individual - Trading Floor Desk, Computer, Access as required (and approved by Calpine) to Calpine ETRM technology, ETRM data and energy consumption processes.
DELIVERABLES	<i>Provide a detailed description of the Deliverables (reports, software, analysis tools, presentations, etc., including formats (hardcopy, softcopy) that will be provided to Calpine during and at the completion of the Services.</i> Weekly status Report in word format consisting of the activities, accomplishments, and planned activities.
COSTS	<i>Provide a summary of the estimated labor, travel and other related costs necessary to complete these Services. Name</i>

Version 11.2020 Calpine Corporation, Proprietary and Confidential Page 1 of 2

 CALPINE	CALPINE CORPORATION STATEMENT OF WORK PROFESSIONAL SERVICES AGREEMENT SOW NUMBER: 2023-105 RDS RETAIL BUSINESS ANALYST																		
<i>each billing professional along with that person's hourly billable rate. Provide a total estimated budget for the Services on a monthly basis through the planned completion date noted above.</i>																			
General Ledger Coding - Required <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <thead> <tr> <th>GL BU</th> <th>RE BU</th> <th>Department</th> <th>Account</th> <th>Percentage</th> <th>Project</th> </tr> </thead> <tbody> <tr> <td>30620</td> <td>3062000</td> <td>3322</td> <td>165100</td> <td>50%</td> <td>IS000879</td> </tr> <tr> <td>30520</td> <td>3052000</td> <td>3260</td> <td>165100</td> <td>50%</td> <td>IS000878</td> </tr> </tbody> </table>		GL BU	RE BU	Department	Account	Percentage	Project	30620	3062000	3322	165100	50%	IS000879	30520	3052000	3260	165100	50%	IS000878
GL BU	RE BU	Department	Account	Percentage	Project														
30620	3062000	3322	165100	50%	IS000879														
30520	3052000	3260	165100	50%	IS000878														
<table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th>Professional Position</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Retail Risk Analyst</td> <td>\$ 105 / hour</td> </tr> <tr> <td>Total SOW Amount:</td> <td>\$210,000</td> </tr> </tbody> </table>		Professional Position	Rate	Retail Risk Analyst	\$ 105 / hour	Total SOW Amount:	\$210,000												
Professional Position	Rate																		
Retail Risk Analyst	\$ 105 / hour																		
Total SOW Amount:	\$210,000																		
Amount of estimated expenses: <u>None.</u> All costs under this SOW, including any reimbursable expenses, shall not exceed \$ 210,000 without the prior written consent of Calpine.																			
APPROVALS																			
PROFESSIONAL Project Manager: Phone: Email:	Hari K. Nallure (515) 974-6778, Ext:104 hnallure@epathusa.net																		
CALPINE Director IS: Phone: Email:	Balaji Sankar (713) 570-4696 Balaji.Sankar@calpine.com																		
CALPINE CORPORATION DocuSigned by: By: <u>Hari Chandrasekaran</u> 9A39C6B474DE436 Name: <u>Hari Chandrasekaran</u> Title: <u>VP IT & Chief Information Officer</u> Date: <u>12/8/2022 10:52 AM CST</u>	PROFESSIONAL Digitally signed by: By: <u>Anitha T.G</u> Anitha T.G Date: 2022.12.15 09:49:05 -0800 Name: <u>TIMIRI G ANITHA</u> Title: <u>CEO</u> Date: <u>12/13/2022</u>																		
* See Calpine Signature Authority Policy 																			
Version 11.2020	Calpine Corporation, Proprietary and Confidential																		
Page 2 of 2																			

Exhibit C: Swaroop Vaditya - Senior SQL Server Database Administrator - State of South Carolina (via Protech)

Following is the contract for Swaroop Vaditya as SQL DBA serving State of South Carolina via Protech Solutions Inc.



EXHIBIT A

WORK ORDER

Dated: August 1, 2017

This Purchase Order is an exhibit to the Contractor Agreement dated as of November 14, 2012 by and between Protech Solutions, Inc. and ePATHUSA, Inc. Contractor warrants that Consultant has been properly screened for experience, education, civil and criminal background checks. Furthermore, Contractor certifies that prevailing wages as defined at the Dept of Labor's website, <http://www.foreignlaborcert.gov/wages.cfm>, are in use for its' employees being provided as consultants for Protech Solutions, Inc. Contractor also certifies that each applicable prevailing wage is being provided for any Consultants being provided to them from other Contractors/Vendors that Contractor in turn provides to Protech Solutions, Inc.

Contractor Name: ePATHUSA, INC

Assigned Consultant Name: Jyothi Swarup Vaditya

Consultant SS No.: 642-13-7187

Description of Services: Database Administrator

Deliverables: Same as above

Reporting/ Date/ term: To report to: Amalorpavanathan Yagulasamy
Report/Renewal Date: On or around August 7, 2017 once onsite in SC
Project Site: 1628 Browning Road, Suite 100, Columbia, SC 29210
Contract period: Contract is for a period of (24) Twelve months or Termination whichever is earlier.

Fees for Services: Fixed rate of \$62/hour for 8 hours a work day. No Over Time paid. Rate is all inclusive. Expenses will not be reimbursed by Protech or the client.

Protech Solutions Contact Person: Email to: accounting@protechsolutions.com. Invoices supported by approved timesheets to be submitted once in a month, within 7 days from the end of the month. Upon timely receipt of the invoice, payment will be made 45 days from the date of receipt of invoice by Protech and check will be mailed within 7 days thereafter.

Timesheet: Daily entry through company tool, as applicable

Protech Solutions, Inc.	ePATHUSA, Inc
	
By:	By:
Name: Andrae Bryant	Name: Anitha Timiri G
Title: Jr. HR & Admin Coordinator	Title: Ceo
Date: August 1, 2017	Date: 7/31/2017

T G Anitha
cn=T G Anitha, o=ePATHUSA Inc,
email=anitha@epathusa.net, c=US
2017.07.31 14:59:49 -0500

Exhibit D: Steven Laufer - Mainframe Systems Programmer - State of Missouri

State of Missouri uses Knowledge Services as their Managed Services Provider (MSP). ePathUSA bids on various state staffing needs via Knowledge Services portal represented below. Steven Laufer provided services as a DB2 engineer represented below as a “contract” on knowledge services portal.

The screenshot shows a web application interface for 'View Current Contracts'. The URL in the browser is <https://my.dotstaff.com/xdotstaff3.aspx?view=1031&navigationID=MV%7c1031>. The page has a sidebar with navigation links: Opportunity Management, Time/Projects, Receivables Center, Reports, Records Management (with sub-links: View Current Contracts, View Historical Contracts, View Direct Hire Contracts, Approve Documents, View Documents, View Users), Company Settings, and My Account. The main content area displays a table of contracts. The table has columns: Contract_ID, UserID, Resource_LF, Vendor_Company, Rate, Job_Type, Bill_Type, Posting_ID, ContractTitle, CategoryId, CategoryName, and Bid_Origin. A single contract is listed for Steven Laufer, a DB2 engineer at ePATHUSA INC, with a rate of \$84.95 and a job type of Staff Augmentation. The contract is for a posting in Jefferson City, MO, under the Standard category. The page footer indicates 'Displaying page 1 of 1, Items 1 to 1 of 1'.

Contract_ID	Userid	Resource_LF	Vendor_Company	Rate	Job_Type	Bill_Type	Posting_ID	ContractTitle	CategoryId	CategoryName	Bid_Origin
1068134	689092	Laufer, Steven	ePATHUSA INC	\$84.95	Staff Augmentation	Hourly	163935	Jefferson City, MO ...	485	Standard	Create Resource C...

Exhibit E: Ali Kamran - Cloud Architect - Grandview

GrandView is a commercial prime vendor serving its own clients. ePathUSA provided Azure Architect services to Grandview with Ali Kamran serving from 2016.

C-GRANDV-2026-01

Work Order
WO-C2026- 001

This Work Order ("WO") is made **06/23/2026** ("Effective Date") by and between **GrandView Corp** ("CLIENT") and **ePATHUSA Inc.** ("VENDOR"). This WO incorporates by reference the IT Consulting Services Agreement between the Parties dated _____.

VENDOR shall provide CLIENT with advice and consulting services ("Services") as defined below :

Consultant Name:	Ali Kamran
End Client & Location:	Orion 180 - 930 S Harbor City Blvd Ste 505, Melbourne, FL 32901
Work Location (Remote/Hybrid/Onsite):	Remote
Role/Services:	Principal Azure/.NET Solution Architect
Start Date :	07/01/2026
Anticipated Duration:	TBD
Reporting Manager :	TBD
Hourly Rate :	\$115/hr
End Client Specific Onboarding Requirements (If any):	Team lead will cover this with Ali

Payment Terms:

CLIENT will remit the payments to VENDOR upon receipt of Weekly Time reports and Invoice, not to exceed 30 days from the date invoices were submitted.

VENDOR's Services may be subject to change if Client's needs change.

The foregoing terms fully represent the extent of the Parties' agreement relative to this Work Order.

Conversion Fee:

Should the Client directly hire, engage, or otherwise retain any Consultant introduced by ePathUSA within twelve (12) months of the Consultant's initial assignment date, the Client shall pay ePathUSA a placement fee equal to fifteen percent (15%) of the Consultant's first-year annualized compensation. No placement fee shall apply if the Consultant is hired after completing twelve (12) continuous months of service through ePathUSA.

Accepted By:

CLIENT: Grandview	Vendor: ePathUSA INC
Authorized Name: Steve Johnson	Authorized Name: Hari K Nallure
Signature: 	Signature: 
Title: COO	Title: President
Date: 06/23/2026	Date: 06/23/2026
Address: 819 Emperor Blvd., Suite 400 Durham, NC 27703	Address: 12951 University Ave, STE 201, Clive, IA 50266

Rev-06/26- 7

Exhibit F: Srikanth Kandala - Cloud Platform Engineer - Constellation Energy (acquired Calpine Corporation)

ePathUSA has been providing Staffing services to Calpine corporation for over 10 years, with various roles such as Cloud Engineers, Power BI engineers, Data Analysts, AI engineers, Platform architects, Business Analysts etc. Srikanth has been providing Cloud Platform Engineer services 2021. Calpine renews contracts annually and one such SOW is presented below. Calpine got acquired recently by Constellation Energy.

 CALPINE		CALPINE CORPORATION STATEMENT OF WORK PROFESSIONAL SERVICES AGREEMENT SOW NUMBER: 2022-03 DEVOPS CLOUD CONSULTANT	
PROFESSIONAL SERVICES AGREEMENT (PSA)	Effective Date of PSA: December 28, 2016 Name of Professional: ePATHUSA, Inc.		
PROJECT/TASK NAME	<i>Provide a short form description of the project, task or initiative.</i> Provide support for information configuration, exchange, verification, development and deployment services for Calpine's MS Azure environment. The focus of this effort will be design, architect and implement integrating cloud applications to the Calpine cloud environment.		
DESCRIPTION OF INITIAL OR CHANGE	<i>Identifies if this is the initial (original) work-stream or a change to a previously approved work-stream.</i> ☒ Original ☐ Change		
SERVICE TYPE AND DURATION	<i>Note resource use type and timing for engagement. Projected start and end dates for tasks/projects should be known.</i> ☒ Deliverable Based (T&M) – services being provided will have deliverables Planned Start date: 01/01/2022 Planned End date: 12/31/2022		
SCOPE OF WORK	<i>Provide a detailed description of the overall project, task or initiative. Describe what is specifically Included or excluded as part of this work initiative, including a high level process methodology.</i> ePATHUSA, will provide support for cloud architecture and integration by: ☐ Working on technical design documentation and development for integrating cloud applications for Solutions to Calpine. ☐ Provide subject matter expertise on DevOps best practices, CI/CD and Configuration Management. Design, build and optimize applications' development and delivery (CI/CD) pipelines ☐ Deploy, automate, maintain and manage Azure cloud-based production system, to ensure the availability, performance, scalability and security of productions systems. ☐ Suggest architecture improvements, recommend process improvements. ☐ Ensure critical system security and development and delivery of cloud and on-premise platform solutions. ☐ Automate the delivery and support activities to reduce the need for on-going support. ☐ Determine security and controls requirements, including responding to penetration and vulnerability testing concerns. ☐ Responsible for configuring DevOps processes and tools to support the application developers. ☐ Expertise with Azure cloud computing platform including App Services, Service Bus, Azure SQL, Cosmos DB and Azure API Manager. ☐ Automate the infrastructure creation both IaaS and PaaS offerings in cloud using Automation language/solutions. ☐ Proficiency with scripting languages (e.g. CLI, Power shell) and Infrastructure provisioning experience (e.g. ARM templates). ☐ Create Jenkins Pipelines by writing Groovy script to achieve one-click deployment which basically automates the deployment from the code building to deployment to Dev, STG and Prod. Experience with Docker and Docker orchestration tools such as Docker Compose and Kubernetes.		
Version 11.2020		Calpine Corporation, Proprietary and Confidential	
		Page 1 of 3	



CALPINE CORPORATION
STATEMENT OF WORK
PROFESSIONAL SERVICES AGREEMENT
SOW NUMBER: 2022-03 DEVOPS CLOUD CONSULTANT

General Ledger Coding - Required

GL BU	RE BU	Account	Department	Product	PC BU	Project	Activity
10000	1000000	627003	3112			POX	

Professional Position	Rate
DevOps Cloud Consultant	\$90 / Hr

Amount of estimated expenses: None.

All costs under this SOW, including any reimbursable expenses, shall not exceed **\$186,480.00** without the prior written consent of Calpine.

APPROVALS

ePATHUSA Project Manager: Hari K.Nallure (Primary Contact for SOW)
Phone: 515-974-6778, Ext:104
Email: hnallure@epathusa.net

CALPINE Director IS: Balaji Sankar (Primary Contact and Owner of the SOW)
Phone: (713) 570-4696
Email: Balaji.Sankar@calpine.com

CALPINE CORPORATION

By: Hari Chandrasekaran
3A23885E4740E453

Name: Hari Chandrasekaran

Title: Vice President, IS

Date: 12/8/2021 | 7:10 AM CST

* See Calpine Signature Authority Policy

DS
[Signature]

ePATHUSA Inc.

By: T.G. Anitha

Name: Anitha Timiri Gopalakrishnan

Title: CEO

Date: 12/09/2021

Exhibit G: Suresh Durba - Mainframe Systems Programmer - Iowa Department of Human Services

The State of Iowa uses CompAid Inc as the Managed Services Provider (MSP) to facilitate staffing needs for agencies across the State. The reference contact provided is from CompAid - Shannon Swenson, 515-381-8869, shannon.swenson@cai.io.

Suresh served as mainframe engineer in 2019.

The screenshot displays the ePathUSA web application interface. The browser address bar shows the URL: https://vms.vectorvms.com/8000/EngagementAdmin.aspx?cand_id=3548649&org_ID=8664&wf=0&filtertype=25#ContentPH_TabEngagement:ContentPH_pnlEngDetail. The application header includes a navigation menu with 'Dashboard', 'Create', 'View', 'Reports', and 'Adv. Search'. Below the header, a summary bar for 'Suresh Durba (764143)' provides key information: Vendor (ePATHUSA Inc), Client Candidate Status (No longer engaged), Req Title (IA-DHS SDPS Mainframe), and Reference Info (Req ID: 582706, Cand ID: 323877). A tabbed interface below the summary bar includes 'Details', 'Compliance', 'Time/Expense Settings', 'Financials', 'Rates/Budget', 'Attachments', 'Evaluation', 'Timesheets', and 'History'. The 'Details' tab is active, showing two main sections: 'Candidate Information' and 'Engagement Details'. The 'Candidate Information' section lists fields such as Client Name (State of Iowa), Engagement ID (764143), Date of Birth, Vendor ID (10324), Candidate Email (sdurba@dhs.state.ia.us), Submittal Round (1), Incumbent Rate, and other personal and professional details. The 'Engagement Details' section lists Client Candidate Status (No longer engaged), Engagement Type (Contract), Original Start Date (01/14/2019), Start Date (07/01/2020), Actual Start Date, and Eng. Decision Date (07/02/2020). At the bottom of the details section, there are links for 'Engagement Summary List' and 'Bulk Actions'.

Candidate Information	
Client Name:	State of Iowa
Engagement ID:	764143
Date of Birth:	
Vendor ID:	10324
Candidate Email:	sdurba@dhs.state.ia.us
Submittal Round:	1
Incumbent Rate (if applicable):	
Is candidate a US military veteran?:	No
Sub Type:	Active Resource
Profit Center:	2346
CAI Job Title:	Sr. Programmer

Engagement Details	
Client Candidate Status:	No longer engaged
Engagement Type:	Contract
Original Start Date:	01/14/2019
Start Date:	07/01/2020
Actual Start Date:	
Eng. Decision Date:	07/02/2020

Exhibit H: Hari Nallure - Senior Web Application Analyst - State of Iowa, Iowa Insurance Division

The State of Iowa uses CompAid Inc as the Managed Services Provider (MSP) to facilitate staffing needs for agencies across the State. The reference contact provided is from CompAid - Shannon Swenson, 515-381-8869, shannon.swenson@cai.io.

Hari Nallure has been serving as .Net engineer since 2016.

The screenshot displays the ePathUSA Engagement Admin web application. The browser address bar shows the URL: https://vms.vectorvms.com/8000/EngagementAdmin.aspx?cand_id=3025476&org_id=8664&wf=0&filtertype=25. The application header includes a navigation menu with 'Dashboard', 'Create', 'View', 'Reports', and 'Adv. Search'. Below the header, a summary bar for 'Hari Nallure (670232)' is visible, showing the vendor as 'ePathUSA Inc', client candidate status as 'No longer engaged', req title as 'IA - IIS - SDF3 - .Net', and reference info including 'Req ID: 455021.P' and 'Cand ID: 2454199'. A tabbed interface below the summary bar includes 'Details', 'Compliance', 'Time/Expense Settings', 'Financials', 'Rates/Budget', 'Attachments', 'Evaluation', 'Timesheets', and 'History'. The 'Details' tab is active, showing 'Candidate Information' and 'Engagement Details' sections. The 'Candidate Information' section lists: Client Name: State of Iowa, Engagement ID: 670232, Date of Birth: (blank), Vendor ID: 10324, Candidate Email: hari_nalluri@hotmail.com, Submittal Round: 1, Incumbent Rate (if applicable): (blank), Is candidate a US military veteran?: No, Sub Type: Active Resource, Profit Center: 2346, and CAI Job Title: Programmer. The 'Engagement Details' section lists: Client Candidate Status: No longer engaged, Engagement Type: Contract, Original Start Date: 05/03/2016, Start Date: 01/01/2018, Actual Start Date: (blank), and Eng. Decision Date: 01/16/2018. At the bottom of the details section, there are links for 'Engagement Summary List' and 'Bulk Actions'.

Candidate Information	
Client Name:	State of Iowa
Engagement ID:	670232
Date of Birth:	
Vendor ID:	10324
Candidate Email:	hari_nalluri@hotmail.com
Submittal Round:	1
Incumbent Rate (if applicable):	
Is candidate a US military veteran?:	No
Sub Type:	Active Resource
Profit Center:	2346
CAI Job Title:	Programmer

Engagement Details	
Client Candidate Status:	No longer engaged
Engagement Type:	Contract
Original Start Date:	05/03/2016
Start Date:	01/01/2018
Actual Start Date:	
Eng. Decision Date:	01/16/2018

Exhibit I: Jennifer Thanam - Senior Web Application Analyst - Vylor (formerly Corteva)

ePathUSA has been working with Corteva (now Vylor) for several years. Jennifer served as a Sr. .Net engineer.

Certified by Adobe Acrobat Sign <acrobat-sign-certified@adobe.com>, prod-kms, certificate issued by Adobe CDS CA. You cannot save data typed into this form.
Please print your completed form if you would like a copy for your records.

WORK ORDER ADDENDUM

To the Contractor Agreement between Paragon IT Professionals and ePATHUSA, Inc. dated 02/02/15, (herein "Agreement") into which this Work Order is incorporated.

New Assignment: X
Extension: _____

Start Date: 05/27/2025
End Date: 12/31/2025

SECTION 1 – CLIENT, PROJECT NAME AND DESCRIPTION OF SERVICES

Client: Corteva

Description of Services: Sr. Software Engineer

SECTION 2 -- TIME REPORTING AND PAYMENT TERMS

Time Reporting: Independent Consultant will prepare and submit weekly timesheets to Paragon IT Professionals showing the total number of hours worked under each Statement of Work. Time reports must be received within 30 days of that period. Hours on timesheets received after 30 days may not be paid.

Payment Terms: Paragon IT Professionals invoices the Client Company biweekly based on the time reports. Paragon IT Professionals will remit to Independent Consultant upon receipt of payment not to exceed 45 days from receipt of approved timesheets.

SECTION 3 -- ASSIGNED CONSULTANT, HOURLY RATE, CONSULTANT MAXIMUM HOURS

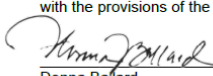
Consultant: Jenifer Thanam
Rate: \$82.00/hour

Consultant Maximum Hours:

SECTION 4 -- REIMBURSABLE PROJECT RELATED OR TRAVEL EXPENSES

None, unless approved by Corteva as follows:

SECTION 5 – TERMINATION: This Statement of Work may only be terminated in accordance with the provisions of the Agreement by and between Paragon IT Professionals and Client.

 05/12/2025
Donna Ballard Date
Director of Operations
Paragon IT Professionals

 05/13/2025
ePath USA (May 13, 2025 10:09 CDT)
Print Name: Hari Nallure Date
Title: Vice President
ePATHUSA, Inc.

Exhibit J: Sowdesh Kumar - Cloud Platform Engineer - Constellation Energy (acquired Calpine Corporation)

ePathUSA has been providing Staffing services to Calpine corporation for over 10 years, with various roles such as Cloud Engineers, Power BI engineers, Data Analysts, AI engineers, Platform architects, Business Analysts etc. Sowdesh has been providing Cloud Platform Engineer services (as Azure DevOps Cloud engineer) since 2021. Calpine renews contracts annually and one such SOW is presented below. Calpine got acquired recently by Constellation Energy.

 CALPINE CORPORATION STATEMENT OF WORK PROFESSIONAL SERVICES AGREEMENT SOW NUMBER: 2021-02 NAP DEVOPS ENGINEER	
PROFESSIONAL SERVICES AGREEMENT (PSA)	Effective Date of PSA: December 28, 2016 Name of Professional: EPATHUSA Inc
PROJECT/TASK NAME	Provide a short form description of the project, task or initiative. Provide support for information configuration, exchange, verification, development and deployment services for Calpine's MS Azure environment. The focus of this effort will be design, architect and implement integrating cloud applications to the Calpine cloud environment for SG&A projects.
DESCRIPTION OF INITIAL OR CHANGE	Identifies if this is the initial (original) or a change to a previously approved SOW. ☒ Original ☐ Change
SERVICE TYPE AND DURATION	Note resource use type and timing for engagement. Projected start and end dates for tasks/projects should be known. ☒ Deliverable Based (T&M) – Services being provided will have deliverables Planned Start date: 01/01/2021 Planned End date: 12/31/2021
SCOPE OF WORK	Provide a detailed description of the overall project, task or initiative. Describe what is specifically included or excluded as part of this work initiative, including a high level process methodology. ePathUSA will provide support for cloud architecture and integration by: - Working on technical design documentation and development for integrating and maintaining cloud applications in Calpine's MS Azure cloud environment. - Working with the DBA group, network and security team to device strategy to port the applications to Calpine's environment. - Work with Enterprise development team in building application pipeline using Azure Devops or application code repository. Work with app team and network team on building network and application architecture in Azure.
CONTRACTED RESOURCES	List the personnel or other resources required to complete the scope of work resources. DevOps Engineer
CALPINE DEPENDENCIES	Provide a detailed description of the dependencies your organization has on Calpine, or other retained professionals, in order to complete the Services. This should include people, departments, other required resources and timing. Access as required (and approved by Calpine) to Commercial Operations IS personnel, Data Base Administrator ("DBA") and Infrastructure personnel. Per individual - Trading Floor Desk, Computer, Access as required (and approved by Calpine) to Azure portal and Azure tools.
DELIVERABLES	Provide a detailed description of the Deliverables (reports, software, analysis tools, presentations, etc., including

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 CALPINE	CALPINE CORPORATION STATEMENT OF WORK PROFESSIONAL SERVICES AGREEMENT SOW NUMBER: 2021-02 NAP DEVOPS ENGINEER										
	<i>format (hardcopy, softcopy) that will be provided to Calpine during and at the completion of the Services.</i>										
	Weekly status Report in word format consisting of the activities, accomplishments, and planned Activities.										
COSTS	<i>Provide a summary of the estimated labor, travel and other related costs necessary to complete these Services. <u>Name each billing professional along with that person's hourly billable rate.</u> Provide a total estimated budget for the Services on a yearly basis through the planned completion date noted above.</i>										
	General Ledger Coding - Required <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 15%;">GL BU</th> <th style="width: 15%;">RE BU</th> <th style="width: 15%;">Department</th> <th style="width: 15%;">Account</th> <th style="width: 15%;">Project</th> </tr> <tr> <td>30710</td> <td>3071000</td> <td>3260</td> <td>627003</td> <td>POX</td> </tr> </table>	GL BU	RE BU	Department	Account	Project	30710	3071000	3260	627003	POX
GL BU	RE BU	Department	Account	Project							
30710	3071000	3260	627003	POX							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 60%;">Professional Position</th> <th style="width: 40%;">Rate</th> </tr> <tr> <td>DevOps Engineer</td> <td>\$140 per hour</td> </tr> </table>	Professional Position	Rate	DevOps Engineer	\$140 per hour						
Professional Position	Rate										
DevOps Engineer	\$140 per hour										
	Amount of estimated expenses: <u>None.</u> All costs under this SOW, including any reimbursable expenses, shall not exceed \$292,320 without the prior written consent of Calpine.										
APPROVALS											
PROFESSIONAL Project Manager: Phone: Email:	Hari K. Nallure (515) 974-6778, Ext: 104 hnallure@epathusa.net (Primary Contact for SOW)										
CALPINE Director IS: Phone: Email:	Balaji Sankar (713) 570-4696 Balaji.Sankar@calpine.com (Primary Contact and Owner of the SOW)										
CALPINE CORPORATION DocuSigned by By: <u>Hari Chandrasekaran</u> 9A300B474DF430 Name: <u>Hari Chandrasekaran</u> Title: <u>Vice President, IS</u> Date: <u>12/12/2020</u>	PROFESSIONAL By: <u>Hari Nallure</u> Digitally signed by Hari Nallure Date: 2020.12.14 17:03:50 +0600 Name: <u>Hari K Nallure</u> Title: <u>Vice President</u> Date: _____										
* See Calpine Signature Authority Policy											
Version 3.2017	Calpine Corporation, Proprietary and Confidential										
	Page 2 of 2										

Exhibit K: Sai Mounish Pallu – Senior Web Application Analyst – QCI

QCI is a commercial prime vendor serving its own clients. ePathUSA provided Sr. .NET engineer services to QCI with Sai Pallu serving from 2024.

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Sub-Contracting Schedule

THIS SUB-CONTRACTING SCHEDULE ("Schedule"), effective as of the Start Date set forth below, is an attachment to the Sub-Contracting Agreement ("Agreement") by and between **EpathUSA Inc** ("Seller"), having a principal address at **1075 Jordan Creek Pkwy, Suite 295, West Des Moines, IA 50266** and **QCI** ("QCI"), having a principal address at **4300 Westown Parkway, Suite 150, West Des Moines, Iowa 50266**. Except as provided herein, each of the terms defined in the Agreement shall have the same meaning when used in this Schedule.

Client

The Client to receive Services pursuant to this Schedule is **QCI** and the location where Services will be provided is **4300 Westown Pkwy, Suite 150, West Des Moines, IA 50266** (working remotely) Unless otherwise specified Consultant(s) will provide Services on-site at that location.

Consultant(s):

The following Consultant(s) will provide the Services set forth below:

Name	Rate / Hour	Start Date	End Date**	Services
Sai Mounish Reddy Pally	\$ 75 per billable hour	06/05/2024	TBD	IT consulting services as required by QCI

** End Date specified or notice period specified does not take precedence over paragraph 4 section C of the Sub Contracting Agreement

Confidentiality

The rate information listed above is confidential and shall not be shared with any Consultant(s).

Client-specific Insurance Requirements. Unless client-specific amounts are specified below, Seller agrees to maintain the insurance coverages specified in the Master Agreement to protect QCI and Client from any losses or claims which may arise out of performance of Services under this Agreement. **Proof of insurance must be provided to QCI before any invoices will be paid to Seller.**

- Worker's compensation:** \$500,000
- Commercial general liability/umbrella:** \$1,000,000 each occurrence / \$2,000,000 aggregate
- Professional liability:** \$1,000,000
- Internet liability:** n/a
- Automobile/umbrella liability:** \$1,000,000
- Commercial blanket crime policy:** n/a

Acceptance

IN WITNESS WHEREOF, Seller and QCI have executed this Schedule and affirm and acknowledge through their duly authorized and empowered representatives acceptance of all terms and conditions contained within.

QCI

Signature: Mike Davidson
DocuSigned by:
AEE15BCFB426464...

Printed
Name: Mike Davidson

Title: CFO

Date: 6/10/2024 | 7:45 AM CDT

Seller

Signature: Anitha Timiri
DocuSigned by:
7F38D6E2C5449D...

Printed
Name: Timri Gopalakrishnan Anitha

Title: CEO

Date: 6/10/2024 | 6:49 AM CDT

QCI | 4300 Westown Pkwy, Suite 150 | West Des Moines, IA 50266 | 515.440.4960 | 888.440.4960 | www.qci.com